



## SHEBBEAR COLLEGE

# PERSON SPECIFICATION HEAD OF SEND

Requirement	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>● A good degree in an appropriate subject.</li> <li>● Evidence of recent continued professional development.</li> <li>● Qualified teacher status.</li> </ul>	<ul style="list-style-type: none"> <li>● Higher degree or equivalent.</li> <li>● A relevant SEND qualification and a willingness to undergo further training where applicable.</li> <li>● A relevant exam testing qualification and a willingness to undergo further training where applicable.</li> <li>● A TEFL qualification or equivalent.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>● Experience of leadership within a school.</li> <li>● Experience of successfully implementing strategies for raising achievement.</li> <li>● Proven success leading and motivating staff to produce excellent results.</li> <li>● Proven individual success in achieving excellent results for pupils.</li> <li>● A thorough understanding of quality assurance processes and proven experience of using them effectively.</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of teaching across the full 3-18 age range.</li> <li>● Experience of working in a non-selective school.</li> </ul>
<b>Skills and aptitudes</b>	<ul style="list-style-type: none"> <li>● Excellent leadership, management and negotiation skills.</li> <li>● Ability to develop and deliver the curriculum to students with additional learning needs.</li> <li>● Ability to make a significant contribution to a broad curriculum delivery.</li> <li>● Ability to develop and deliver individual learning programmes.</li> <li>● Ability to implement and develop transition plans.</li> <li>● Ability to work with and advise all staff in relation to students with additional learning needs and the progression of inclusive learning.</li> </ul>	<ul style="list-style-type: none"> <li>● Ability to assess students with additional learning needs.</li> </ul>

	<ul style="list-style-type: none"><li>● Ability to work effectively and productively with Heads of Department/Faculty.</li><li>● Ability and willingness to lead staff training.</li><li>● Excellent organisational and administrative, communication and listening skills.</li><li>● Evidence of commitment to Continuous Professional Development.</li></ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>● Positive and enthusiastic.</li><li>● Flexible and willing to undertake a wide range of tasks.</li><li>● Driven and hardworking.</li><li>● Enthusiasm to get involved in the wider life of the School and drive academic enrichment activities.</li></ul>	